



Tips

Questions to ask places that can help you:

- ◆ What types of jobs do people get when you help them?
- ◆ Where do the people you help work?
- ◆ What will I need to do to get a job?
- ◆ What kind of services will you give me to help me look for work?
- ◆ When I get a job, will I receive any services?
- ◆ If I receive services on the job, what will they be?

This fact sheet and others can be found at www.mdeid.org and www.mdworkforcepromise.org.

Questions?

Contact the Maryland Department of Disabilities.

Employment Options

Overview

Individuals with disabilities have the power to make choices and take an active part in the decisions that concern their day-to-day life, including work. This fact sheet will look at different work choices.

There are many different work options from which to choose. They range from sheltered work to customized employment. As people move through their choices, it is important to have a good understanding of what the choices are. Individuals must consider what talents and skills they bring to the job and what work settings will be the best fit for them.

As you read through the options, picture what your perfect job would look like and

which work option would be best for you. If you are not sure about your perfect job, here are a few questions to keep in mind to help you figure out which option is best for you.

- ◆ How many hours per week/days do you want to work?
- ◆ Do you want to work alone or with co-workers?
- ◆ What type of work do you want to do?
- ◆ What do you like to do?
- ◆ What type of industry do you want to work in?
- ◆ What kind of setting do you want to work in?

Employment Setting Options

Work is found in many settings. There are different places that can help you go to work. Understanding your job preferences and being prepared with questions will help you get the job you want.

The following list explains work by focusing on where the work is done and how the worker is paid. The definitions start with the work setting that has the most contact with the community and moves

through settings that have less community contact.

Competitive Employment is work at a community job site, where the worker is paid equally to other people doing the same job and where most employees do not have disabilities. It may include work in a business that is owned and run by a person with a disability. The worker is an employee of the business and may or may not receive support from a job coach.

Customized Employment is another way for people to get jobs. It is based on matching the strengths, needs and interests of the job seeker with a disability and the needs of the business. The job seeker gets support in finding the job and may get other support as needed.

Supported Employment is a service that helps individuals with disabilities find work, learn their jobs, keep their jobs and find ways to advance. This

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Employment Setting Options (continued)

service is for people who have never worked or who have not worked in a long time.

Self-Employment is a small business run and/or owned by the individual. You can learn more about starting your own business in the fact sheet entitled *Career Options*.

Community Based Employment is work that takes place in a business in the community, but the individual is not paid by the business. The individual is paid by a service agency. The following are types of community based employment:

Enclave – a group of people who work at a job site and get support and direction from a service provider. These

workers may be paid minimum or below minimum wages.

Mobile Work Crew – a group of workers who move to different places of work and get support and direction from a service provider.

Sheltered Work is work at a place run by a service provider. It is sometimes called facility-based work or agency sponsored work. It usually has a training program that teaches pre-work skills and work skills to individuals with disabilities. Most workers are people with disabilities. The workers are supported and paid by the service provider. Workers may be paid less than minimum wage.

As you can see, there are many options when it comes to work. It is important when choosing a place to help you that they have the type of work you want. The tips section can help you find the right match for you. Keep in mind that different places have different work choices and that there may be rules that limit who can get certain services. You may need to gain some skills before you can get the type of work you want.

Definitions were adapted from the Maryland Employment Systems Transformation Steering Committee's common glossary. The glossary and other documents from the Committee can be found at www.mdworkforcepromise.org.

Resources

Maryland Service Providers:

Developmental Disabilities Administration (DDA)

Voice: (410) 767-5600/ (877) 463-3464
Website: www.ddamaryland.org

Maryland State Dept. of Education Division of Rehabilitation Services (DORS)

Voice: (410) 554-9442/ (888) 554-0334
TTY: (410) 554-9411
Email: dors@dors.state.md.us
Website: www.dors.state.md.us

Mental Hygiene Administration (MHA)

Voice: (410) 402-8300
TTY: (800) 735-2258 (MD Relay)
Website: www.dhmm.state.md.us/mha

Additional Information:

Disability.gov

Access employment tips specific to job seekers with disabilities, as well as more information on employment options.
www.Disability.com

Institute for Community Inclusion (ICI)

Voice: (617) 287-4300
TTY: (617) 287-4350
Email: ici@umb.edu
Website: www.communityinclusion.org

Maryland Department of Disabilities

Voice/TTY: (410) 767-3660
Voice/TTY: (800) 637-4113
Email: mdod@mdod.state.md.us
Website: www.mdod.maryland.gov

Maryland WorkFORCE Promise

Voice: (301) 662-0099
TTY: (301) 662-4853
Email: info@mdworkforcepromise.org
Website: www.mdworkforcepromise.org

National Center on Workforce and Disability/Adult (NCWD/Adult)

Voice/ TTY: (888) 886-9898
Email: contact@onestops.info
Website: www.onestops.info

U.S. Department of Labor (DOL)

Office of Disability Employment Policy (ODEP)

Voice: (866) 487-2365
TTY: (877) 889-5627
Website: www.dol.gov/odep

TransCen, Inc.

Voice: (301) 424-2002
TTY: (301) 309-2435
Email: inquiries@transcen.org
Website: www.transcen.org

Virginia Commonwealth University— Rehabilitation Research and Training Center (VCU-RRTC) on Workplace Supports and Job Retention

Voice: (804) 828-1851
TTY: (804) 828-2494
Website: www.worksupport.com